

NC DIVISION OF WASTE MANAGEMENT

PUBLIC SECTOR STAR SITE

2008 Annual Review

1. Management Commitment and Leadership

There have been no changes in management's commitment and leadership. Senior management continues to discuss safety at staff meetings and encourages line supervisors to do the same. Management also encourages employee participation in the safety committee.

2. Accountability

There have been no changes in accountability. DENR continues to use a Department wide performance evaluation, which includes safety performance.

3. Disciplinary Program

DENR continues to use a Department wide performance evaluation which includes safety performance. Not sure what to put in here, I'm assuming DWM follows the DENR guidance, probably a question for Brenda/Laura.

4. Injury and Illness Rates

Three-year average rate for both total recordable cases (TRC), and days away, restricted and transferred (DART) cases. (Central Office Only)

Total Recordable Cases (TRC)

Year	Recordable cases	÷ Total Work Hours	x 200,000	= Total recordable cases
2005	0	250,000	200,000	0
2006	2	271,000	200,000	1.4
2007	0	272,500	200,000	0
2008	1	277,200	200,000	0.73

Four-Year Average- 0.53

Days Away, Restricted and Transferred (DART)

Year	Lost/Restricted Workdays	÷ Total Work Hours	x 200,000	= Days away, restricted and transferred
2005	0	250,000	200,000	0
2006	0	271,000	200,000	0
2007	0	272,500	200,000	0
2008	0	277,200	200,000	0

LWDI – Lost Workday Injury

Four-Year Average- 0.00

5. Employee Participation

Employees continue to assist with all aspect of the safety program, including providing input in the selection of safety equipment, and coaching new and existing employees. An employee made a device for sampling surface water without having to enter the water body. Employees are encouraged to serve on the safety committee.

6. Self-Inspections

Central office safety inspections are conducted at the end of every quarter.

A log of hazards is maintained to ensure hazards are corrected. Most hazards involved electrical issues, improper storage, and maintaining exit lights and signs. Employees are encouraged and do assist with these inspections.

The Safety Committee continues to perform safety inspections at Regional Offices every six months. These inspections are identifying fewer hazards compared to past inspections.

7. Employee Hazard Reporting System

The Division maintains the same reporting system. Few anonymous concerns are received. Most employees feel free to express their concerns to supervisors, management, and/or safety professionals. If not, DWM does provide a safety suggestion box; suggestions received are brought to the attention of the safety committee.

8. Accident/Incident Investigation

Nine incidents occurred throughout the Division during 2008. Three were insect bites that did not result in injury or illness. Two were vehicle accidents that did not result in injury. Two of the injuries were recordable due to treatment with prescription medications. One of the two recordable incidents did not occur at the Central office and is not included in item 4.

9. JSA/Process Reviews

JSA's are being developed for the Underground Tank Inspectors' new responsibilities. The UST inspectors will now inspect tanks and piping prior to and during installation.

JSA's for the other Sections are revised as needed. There have not been any significant changes in roles and responsibilities.

10. Safety and Health Training

Training remains the core of our safety program. Changes for 2008 involve expanding the online classes for admin and temporary employees.

11. Preventive Maintenance

The Hazardous Waste Section purchased a portable generator to operate equipment. The generator has been placed on a preventive maintenance schedule.

All Division vehicles continue to receive regular maintenance.

12. Emergency Programs/Drills

Written emergency plans were revised to include new staff. The Division's Business of Continuity (BOC) plan was revised for 2008.

Fire and tornado drills have been conducted as necessary.

13. Health Program

Several health surveys were completed in 2008. The surveys were conducted at sites regulated by the Division of Waste Management. These surveys evaluated mercury vapor, volatile organic compounds, and noise exposure. Results from the surveys indicate adequate protection is provided to employees.

14. Personal Protective Equipment

Fall protection equipment was purchased for the Hazardous Waste Sampling Team. This equipment is used as a positioning restriction to protect employees while sampling elevated containers and pits.

Hard hats for the Underground Storage Tank and Superfund Sections were replaced.

15. Safety and Health Staff Involved with Changes

The Division has two full time safety and health professionals. Both remain actively involved with all aspects of the health and safety program.

16. Contractor/Temporary Employee Safety

The Division maintains several temporary employees to complete needed tasks. These employees receive initial safety training as well as ongoing training as needed.

17. Medical Program

For employee convenience and added efficiency, DMM added two health care facilities to its list of medical monitoring providers: Northeast Medical Center in Concord, and the ECU Brody School of Medicine in Greenville. DWM continues to use Duke Occupational in Durham and OccuMed in Asheville.

18. Resources

The Division has two full time safety professionals: Brian Polk and Dave Lilley. Both have maintained professional certifications (CSP, CIH, MESH, and EMT).

Additional Information and Goals:

Accomplishments:

- **Field Safety Guides:** New Field Safety Guides for HWS and SWS field staff. Guides were produced so staff could access safety information while conducting compliance inspections.
- **Safety Awards:** All offices received a safety award for safety performance in 2007.

Goals for 2009:

- Complete Public Sector Star recertification
- Take steps to maintain current success

Success Stories:

- The Driver Safety class was well received by employees. It is our hope to see a reduction in vehicle related incidents.

Mentoring with other Employers:

- **NC Division of Water Quality:** DWM discussed the details of the Public Sector Star program for the Drill Team. The team will wait to submit an application.
- **NC STAR Conference:** The Division attended and assisted Northeast Team with the 2008 STAR conference.